

Bargaining process under first review

The provincial government has ordered the first complete review of the collective bargaining process at Ontario colleges.

The Hon. Gregory Sorbara, Minister of Colleges and Universities, announced in January that the one-person review of the Colleges Collective Bargaining Act (1975) would be completed by the end of the year.

At the same time, he announced a number of other changes in the way colleges are run:

- The role of the Council of Regents, a provincially-appointed group, will be re-defined to cover long-range planning and policy for Ontario's 22 colleges. The Council will, however, retain its mandate to conduct collective bargaining on behalf of colleges until the review is complete. It will also continue to appoint members of college Boards of Governors.
- Colleges are now required to establish academic councils with student, faculty, and administration representatives.
- Representatives of faculty, support staff, administration and students are also to sit as non-voting members on college Boards of Governors. Boards will also be required to ensure appropriate representation of women, Franco-Ontarians, and ethno-cultural groups in the community served by the College.

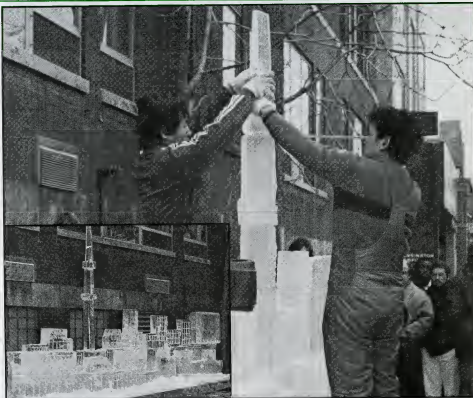
Sorbara told the Legislature the changes follow Walter Pitman's 1986 report on college governance, and consultation with the college community.

"The initiatives which I am announcing will update and strengthen the college governance mechanisms which have remained effectively unchanged since their inception over 20 years ago."

At George Brown, faculty, support staff, administration and student representatives have been sitting as non-voting participants on the Board of Governors since early 1986.

The Academic Council, established in 1986, also includes representatives of those groups listed by the Minister.

The review will also look at the question of extending bargaining rights to cover part-time employees.



Ice sculptor Yukio Matsuo (right) carves an icy version of George Brown's 20th Anniversary logo at Kensington Campus in mid-February. Matsuo, the world's top ice sculptor, demonstrated his talent at St. James as well. The logo, a stylized city skyline (inset photo) designed by Graphic Design student Joe Piccolo, will appear on College publications starting this fall. For more information about Anniversary planning, see Doug Light's column on page 2.

Smoking rules established at MacPherson after staff survey

A smoke-filled Boardroom meeting is a thing of the past at 500 MacPherson, as are ashtrays beside computer terminals, and smoky washrooms.

These are all areas where smoking was banned in the administration building when a new policy came into effect in early February.

Based on a survey of staff smoking habits and attitudes, it's the first formal policy covering staff smoking at George Brown.

Executive committees at other campuses are now looking at the policy and their own smoking rules.

Currently, a year-old College policy restricts student smoking to "designated areas" and bans it from classrooms, labs, libraries, part of each cafeteria, and hallways near computer rooms.

The MacPherson rules, which were written by a staff committee, ban smoking from around computers, word processors and photocopiers, the boardroom and conference room, and washrooms on the building's first floor.

The policy also sets aside half of the cafeteria and staff lounge for non-smokers.

Smoking will be permitted in the building's reception area, second floor washrooms, private offices and in common work areas.

According to the policy, complaints about smoking in common work areas will be handled by a department head, and smoking would be banned as a "last resort" after other solutions had been explored.

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Comment by Doug Light

A time to celebrate

As you have read in a recent issue of *City College News*, George Brown will be celebrating the 20th anniversary of its founding with a year-long celebration starting in September, 1987.

The Committee co-ordinating festivities is considering mounting the following events:

- The official opening of our new hospitality building at St. James will serve as a suitable kick-off in the fall.
 - A few months later the College Street Campus - which has served George Brown so well over the years - will be closed with appropriate ceremonies.
 - The contributions of staff, community members, business and industry representatives, and government officials to the College will be formally recognized in a gala Recognition Dinner.
 - In early 1988, the City of Toronto will declare George Brown Week - during which a parade of students will deliver a giant birthday cake to City Hall.
 - The College's first full-scale open house is also scheduled for the spring. The public will be invited to tour all our campuses to see demonstrations.
 - On a lighter note, College staff will have an opportunity to re-live the early days of George Brown with a Nostalgia Dance.
- Our 20th Anniversary will also be commemorated in a specially-produced George Brown desk calendar.
- These projects will do more than provide the opportunity to celebrate what we have collectively accomplished at George Brown over the last 20 years - they will actively contribute to the success of the College in the future.
- They will give the College a higher public profile, encourage involvement by our community, and cement links with the business sector.
- The 20th Anniversary of the College's founding presents us with an opportunity to gain well-deserved recognition for past and present success, and pave the way for our future.

Smoking policies under review

Continued from page 1.

The policy also says that staff joining a department from outside or elsewhere in the College should be told in advance if smoking is permitted in their area.

Transcripts and Records Supervisor Jerry Villeneuve, who conducted the survey on which the policy is based, says there was a high degree of tolerance between smokers and non-smokers.

"It wasn't really an emotional issue."

The survey found that only 33 per cent of the building's 76 staff members smoked - with 10 of the 25 smokers occupying private offices. Two Departments - Accounting, and Records and Transcripts - have banned smoking in their areas, and in others smokers have been grouped together, Villeneuve says.

Smoking was banned from around computers not for the health of the user but for the health of the machines.

Smoke is drawn into the works of the machines by heat extractor fans where the tar from smoke clogs the works, he says.

At Nightingale, the campus executive committee decided in September, 1986 to designate the campus "smoke-free" with the exception of the student lounge, part of the cafeteria, the front lobby, and staff offices.

Campus Manager Ron Swentiski says there was unanimous agreement among committee members to restrict smoking. "Everybody was smoking in the hallways....it was just blue."

Smoking has also been banned above the first floor at College Street Campus.

Campus Operations Manager Dave Fraser said the smoking policy will be discussed at other campus executive committees.

Disputes about workplace smoking are currently being resolved by informal mutual agreements by the parties involved, Fraser says.

Collins is new English Chair

Erma Collins has been appointed Chairperson of the English and Liberal Studies Department at St. James.

She replaces Jim Ross, who was made Dean of the Business and Graphic Arts Divisions in July, 1986, and Applied Studies Chairperson Shirley Holloway who took responsibility for the Department until the start of 1987.

Collins, who has taught English at the College since 1966, says she is intent on creating professional development opportunities for faculty in her new job.

She was awarded a Masters Degree in Education from the Ontario Institute for Studies in Education in 1975, and is author of *Brush Up Your English*, a book published by McGraw-Hill Ryerson in 1979.

Collins, who was born and raised in Jamaica, has been very active in the Caribbean community in Toronto. She was a given a Volunteer Service Award by the Ontario Ministry of Citizenship and Culture in 1986.

Events

Feb. 24 - Graduation Wine and Cheese Party for participants and trainers in the third phase of the Management Development Program, 3 to 5 p.m., Casa Loma Staff Room.

- Annual Business Student Awards Presentation Ceremony, 2 p.m., St. James Room 185.

Feb. 25 - Faculty Workshop: Teaching Effectiveness, 10 a.m. to 3:30 p.m., Sheridan College. Call Bill Thomas (845-9430, ext. 279) to register. Open to all Metro college faculty.

Feb. 27 - Lawyer Mary Meany will speak on "Human Rights of Teachers and Students", 2 to 4 p.m., Casa Loma. Call the Professional Development Office (ext. 3293) for location and information.

March 5 - Management Skills Seminar on increasing employment opportunities for the disabled, 9 a.m. to 4 p.m. Sponsored by the Affirmative Action Advisory Committee and the Handicapped Employment Program of the Ontario Ministry of Labour. Call June Kingshott (ext. 2217) for information.

March 9 - Start of Spring Break for post-secondary program students.

March 13 - Last day of Spring Break for post-secondary program students.

March 19 - General Meeting of the Affirmative Action Advisory Committee, Call June Kingshott (ext. 2217) for time and location. All students and staff are welcome.

Research focuses on accessibility and computer-assisted teaching

Starting in September, 1986 two staff members were granted research fellowships by the College to pursue their own projects. Marguerite Wales and Mike Walker, who were seconded from their usual jobs for a year, have been working on the following topics.

How well does George Brown accommodate disabled students?

This is the wide-ranging topic of Marguerite Wales' year-long research. To answer this question, the Support Services for the Handicapped teacher will be conducting attitude surveys among staff at all levels, measuring hallways and toilet doors, and taking a careful look at building codes.

But Wales is not restricting herself to the hearing impaired, or even students in wheelchairs - she's considering the needs of the estimated 10 per cent of the student body with learning disabilities.

Despite George Brown's expertise in Support Services, this is the first time a complete, thorough, college-wide accessibility study has been carried out, she says.

"We've been dealing with these people all the time, now we are doing it a little more systematically."

The study results, as well as recommendations for action, will be forwarded to College administration.

"I want practical stuff to come out of this," she says.

Currently, it is the responsibility of disabled students to identify themselves to each instructor and negotiate for special testing, study or practical project work, about which the understanding and knowledge of instructors varies greatly, Wales says.

The issue of accessibility for the College could become a critical one in the next few years as more students become aware of their rights under the Canadian Charter of Rights and Freedoms, she says.

But putting the legal issue aside, the College is faced with a moral dilemma in assigning resources for teaching students with special needs.

"We can't afford to lose those bright minds, she says.

Can computers simulate real-world problems?

Airplane pilots spend a lot of time in flight simulators - cockpits with computer-driven controls that reproduce the effects of flight. Why can't business, nursing, or hotel management students do the same with special computer programs that reflect their actions on a business or a patient?

This is the topic Community Services instructor Mike Walker is studying.

Computers can do much better work than simply answering right or wrong to student quiz answers, he says. They can be programmed with a set of probable responses to student decisions that reflect the real world.

"What we really want at the college level is problem-solving computer simulation is ideal for that."

Programs that make use of this kind of thinking are found more often in the games section of a computer store rather than the curriculum of colleges and universities, Walker says.

Although he has no programming background, and only a modest amount of computer experience, Walker says he will attempt to write - with the help of computer services staff - some interactive programs by the end of the project.

"I hope to design programs that allow students to explore many choices and consider - along with their peers and instructor - the implications of their decisions."

Computer problem-solving can be used by teachers to supplement more traditional forms of instruction, he says.

"Philosophically, I don't think computers should replace teachers."

College faces in new video

George Brown is a college of many faces - both in the number of people it serves and the wide variety of programs and services it offers.

This is the theme of a new 12-minute promotional video tape produced by the Continuing Education and Marketing Division. Copies of the video for public showing are available from the Public Relations Department. Book one by calling ext. 3240.



Photo: Neil McMillan

Management Consultant Linda Geluch recently joined George Brown's Board of Governors.

New Governor knows College

Linda Geluch knows a lot about George Brown - and she heard it from the horse's mouth.

The recently appointed member of the Board of Governors was leader of both classroom sessions of the Management Development Program where challenges and problems facing College staff were sometimes used as case studies.

Geluch says when women in the programs spoke about work problems she would show them how they could resolve the issues themselves.

"I'd turn it around," says the Management Consultant.

The Management Development Programs, which were sponsored by the Affirmative Action Advisory Committee, show that George Brown is far ahead of other institutions and businesses in encouraging women to seek more responsible positions, Geluch says.

As a Board member, Geluch says she looks forward to learning about policy setting.

Geluch has been an independent consultant for the last six years - spending most of her time advising organizations on their personnel policies and structure.

Before starting her own firm, she was a District Manager and Personnel Manager for Canada Permanent, with responsibility for 15 branches of the trust company and 600 employees.

Names in the News

Jim Barron has been promoted from a Clerk's position in the Central Stores Department at Casa Loma to Assistant Campus Manager.

Electrical Department instructor **John Edmonds** has been seconded for a special teaching assignment at the National Technical Teachers Training College in Islamabad, Pakistan.

A recent road trip by George Brown's men's basketball team proved that the trials are not only on the court. The team's bus broke down on a highway in Spring Harbour, Michigan forcing the 11-person team to catch the Greyhound for home. "Luckily, the weather was good," says Coach **Albert Da Silva**. The team is in sixth place in its league going into the Ontario playoffs in March with an 8-7 win loss record.



The building at 258 Adelaide St. E. that houses the Business and Industry Training Division and the Continuing Education and Marketing Division is pictured on a stamp issued Feb. 16 by the Post Office. The building is also the oldest post office in Toronto.

Almost 20 years after the Nightingale School of Nursing was amalgamated with George Brown, the Archives Department is going through its records, says **John Hardy**. This is thanks to a Backlog Reduction Grant given to the College by the Public Archives of Canada.

You'll have to call off that gentlemen's agreement you have with the hostess to get the table next to the famous showman. Now, according to George Brown's new guide to non-sexist communication, you can make an informal agreement with the diningroom service attendant to sit next to the famous performer. Deans and Directors have copies of the Guide. Or for more information call **June Kingshott** at ext. 2217 or **Kadi Kaljuste** at ext. 3240.



John Mitchell says he'll miss a lot about George Brown including his colleagues and college students. But the St. James Campus Manager said on the eve of his retirement in February that he's happy to leave some things behind. "I won't miss the weekend and after-hours telephone calls - and neither will my wife." Now an official senior citizen, Mitchell is planning a cross-country trip with his wife Chris, and enjoying the VCR colleagues gave him as a retirement gift at a reception in late January (above). Mitchell joined the College in 1968 as Bursar of Terauley Campus, and served as St. James Campus Manager since its opening in 1975.

Twenty-two hospitality instructors recently took a two-day first aid and cardiopulmonary resuscitation course as part of their divisional professional development efforts, says **Peter Chaisson**. Instructors also attended a workshop conducted by **Paul Miskin** of the Futures program.

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George Brown



The City College

Program Development Dean **Bob Gwilliam** has been elected Vice-President (representing the Americas) of the International Federation of Settlements and Neighbourhood Centres. He is currently assisting in organizing a conference for the organization in Berlin, West Germany.

Walter Pitman will be keynote speaker at the Metro Colleges Eighth Biennial Faculty Conference at George Brown on June 1. The author of the influential report on college governance will speak on "Change-Challenge". The day-long conference also includes a panel discussion by seven college presidents, including our own **Doug Light**, lunch and workshops. Call **Irene Ross** (ext. 3295) in the Professional Development Office for information or to register. She can also give you a list of Metro college faculty workshops being held throughout the year. Starting with a workshop on teaching effectiveness at Sheridan College on Feb. 25 (see events column) they include workshops on international education and humour.

The Personnel Department has told us of the following staff changes:

New full-time faculty appointments include: **Barry Ford** and **Jose Pereira** in Construction Trades at Casa Loma, **Coulter Hughes** and **Gregory Willett** in the Electrical Department at Casa Loma, and **Luigi Tarsitano** in the Technology Division at Casa Loma.

New support staff appointments include: **Nancy Cameron** in Student Services at MacPherson.

Internal transfers include: **Marg Barron** and **Angie Gullo**, who traded jobs in Campus Manager's Offices at Casa Loma and St. James - Barron is now working at St. James and Gullo is at Casa Loma; **Mary Bruno**, **Nancy Ferrara**, and **Maria Notarangelo** of the Student Liaison Office, who transferred as a Department from Student Services to the Continuing Education and Marketing Division; **Barbara Dyce**, was seconded from a faculty position in Community Services at Nightingale for a position with Metro Youth Job Corps.